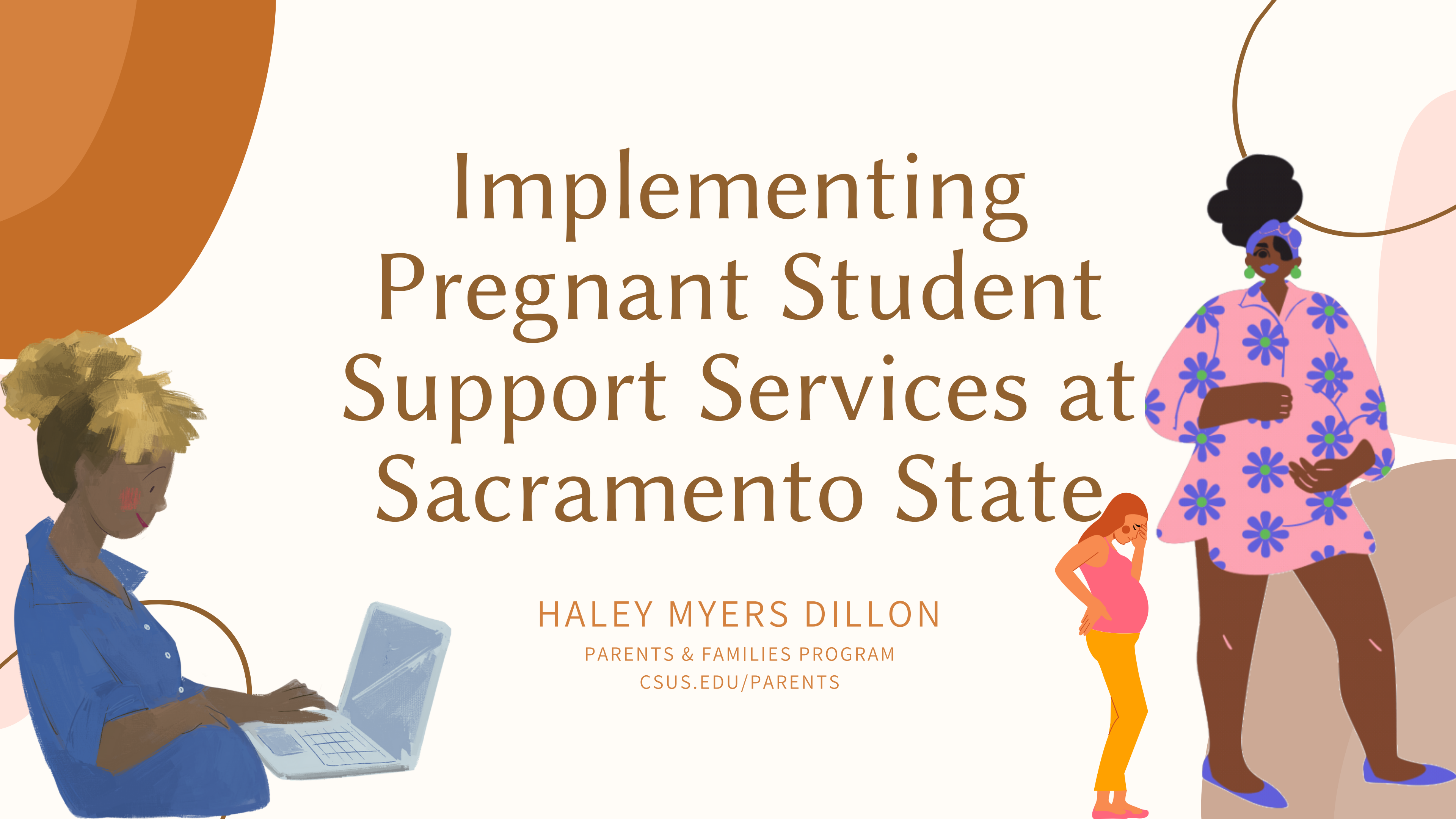


Implementing Pregnant Student Support Services at Sacramento State

HALEY MYERS DILLON

PARENTS & FAMILIES PROGRAM

[CSUS.EDU/PARENTS](https://csus.edu/parents)



Introduction



01

CONTEXT & BACKGROUND

Sac State's mission, vision, campus imperatives, and current condition

02

APPLICATION OF THEORY TO IDENTIFY THE PROBLEM

Emergence, Culture, Bureaucracy Theory, and Institutional Theory

03

APPLICATION OF THEORY TO ORG CHANGE/SOLUTION

Critical Theory, Critical Feminist Theory, Scientific Management

04

LEADERSHIP FRAMEWORK

Leader-Member Exchange (LMX) Theory

05

RETENTION & EQUITY

Pregnant Student Support Services promote retention and equity for a marginalized population

Section 1: Sacramento State's Mission, Vision, Campus Imperatives, and Current Condition

CAMPUS IMPERATIVES

- student success
- philanthropy
- diversity and inclusion
- public safety
- community engagement
- commencement

BACKGROUND ON PREGNANT STUDENT SERVICES

- Diversity and Inclusion are important campus values
- Pregnant students marginalized/ invisible group
- Title IX Office and SSWD receive and reject service requests
- Rejection based differentiation
- Those offices requested Parents & Families support pregnant students

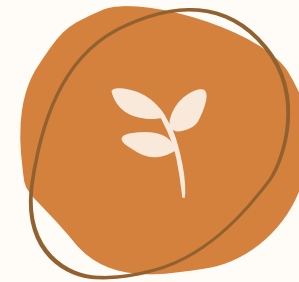


Section 2: Application of Emergence, Culture, Bureaucracy Theory, and Institutionalism to the current organizational needs



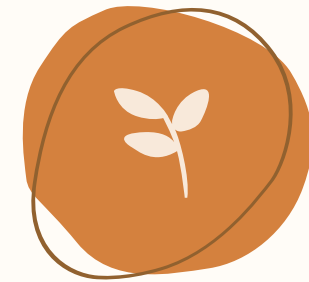
Emergence

Pregnant Student Support has emerged from the complex adaptive system of the university



P&F Culture

- Developmental Culture
- Negotiating Culture



Bureaucracy Theory

- Many rules, formal hierarchy
- Differentiation and siloed work



Institutional Theory

- Isomorphism and pressure to conform around traditional students
- Pregnant students' needs are different than the norm
- Pregnant students are legitimate and should be treated and served as legitimate students



Section 3: Pregnant Student Support Program grounded in Critical Theory, Critical Feminist Theory, and Scientific Management to Improve Success



CRITICAL THEORY

- ARE PREGNANT STUDENTS LEGITIMATE? THEY ARE POWERLESS AND ALIENATED.

CRITICAL FEMINIST THEORY

- LACK OF SERVICES AND SUPPORT IMPEDES PREGNANT STUDENTS' ACCESS TO KNOWLEDGE AND ECONOMIC RESOURCES (E.G. TIMELY GRADUATION)
- UNIVERSITY IS A SMALL MICROCOSM OF SOCIETY WITH A MALE-CENTRIC SYSTEM PRESENTED AS NEUTRAL

SCIENTIFIC MANAGEMENT

- IMPLEMENT A PROGRAM USING NEWPORT'S A WORLD WITHOUT EMAIL SYSTEM OF TASK MANAGEMENT
- AUTOMATE RECURRING TASKS TO FOCUS ON 1:1 RELATIONSHIPS AND MEETINGS

Pregnant Student Support Services



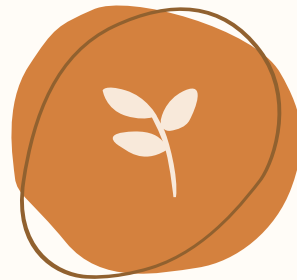
Case Management

- Pre-birth services
- After birth transition services



Advocacy

- Drafting and implementing campuswide academic policies that support pregnant and parenting students



Education

- Educating the campus community on the existence of, needs of, and services for pregnant students



Counting/ Tracking

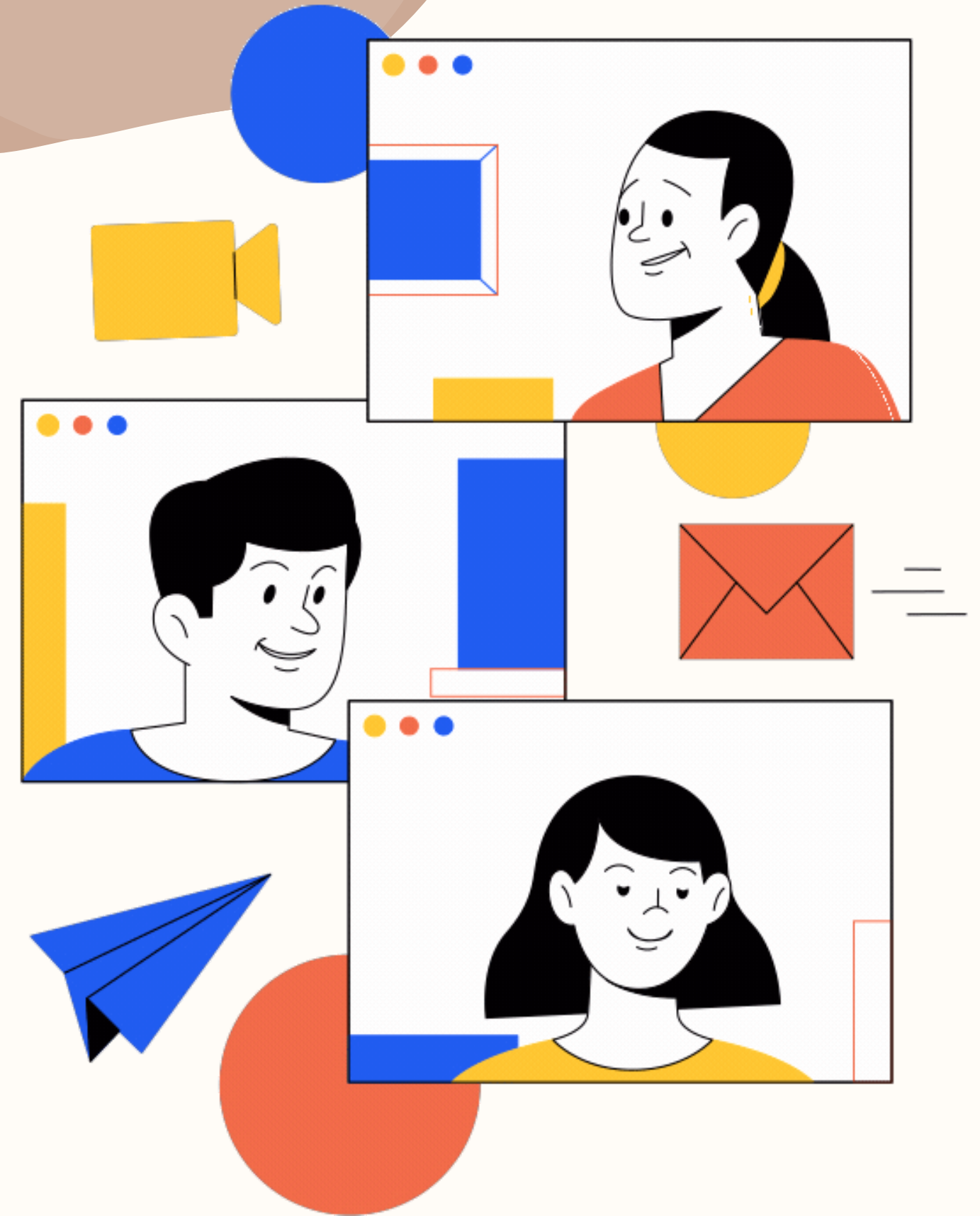
- How many students are pregnant at any given time?
- How many students are requesting assistance?



Section 4: Application of Leader Member Exchange Theory to Operationalize the Plan

A practical framework

- Dyad- and relationship-based
- Emergent; low-cost
- Happening now
- Include students and faculty in process
- Faculty and P&F can focus on larger mutual interests
- Natural interdependence
- My vision: as more students and faculty utilize the program and services, it will evolve into network level
- Challenges: slow; incremental impact



Section Five: Pregnant Student Support Plan Promotes Retention and Equity for a Marginalized Population

Pregnant Students are a Marginalized Population

- College students with children take 14 years on average to earn a BA
- student-parents are likely to be women of color (IWPR, 2018)
- This is true nationally and at Sac State



Appendix I: Sacramento State Enrolled Student Demographics Compared to Student-Parents

Enrollment		Sacramento State 29,201	Enrolled Student-Parents 3,675
Gender	Women	56%	73%
Ethnicity	Hispanic	30%	25%
	White	27%	38%
	Asian	20%	12%
	Black	6%	13%
	2 or more races	6%	0%
	Pacific Islander	1%	0%
	American Indian	0%	0%
Pell Eligible %		48%	77%
Marital Status		unknown	52%
First-Generation		26%	Unknown, but 48% of CCAMPIS student-parents are first generation

Conclusion

Pregnant Student Support Services = So Possible!

A Pregnant Student Support program can:

- Provide academic continuity planning and help pregnant students know what to expect.
- Implement policies that:
 - proactively anticipate pregnant students' needs
 - make it easier for them to return to college after having a child, and
 - support them as parenting students.
- Empower a marginalized demographic (pregnant students).
- Demonstrate Sac State's commitment to campus imperatives (student success, inclusion, and commencement) for pregnant and parenting students.



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